TIMELINE

Getting to know each other

I have known Ren for five years and she has worked for my team in the past. However, she was not part of the team when we met at RDC. She was no longer an employee of mine so there was no manager/subordinate relationship at the time of our meeting.

We had an ongoing personal relationship; we communicated regularly, were familiar with each other, and developed a level of comfort over time. Additionally, I developed a crush on Ren, as she was mostly a nice and loving person to talk to and hang out with. After Ren had left the team, we started flirting leading up to RDC.

Meeting in person

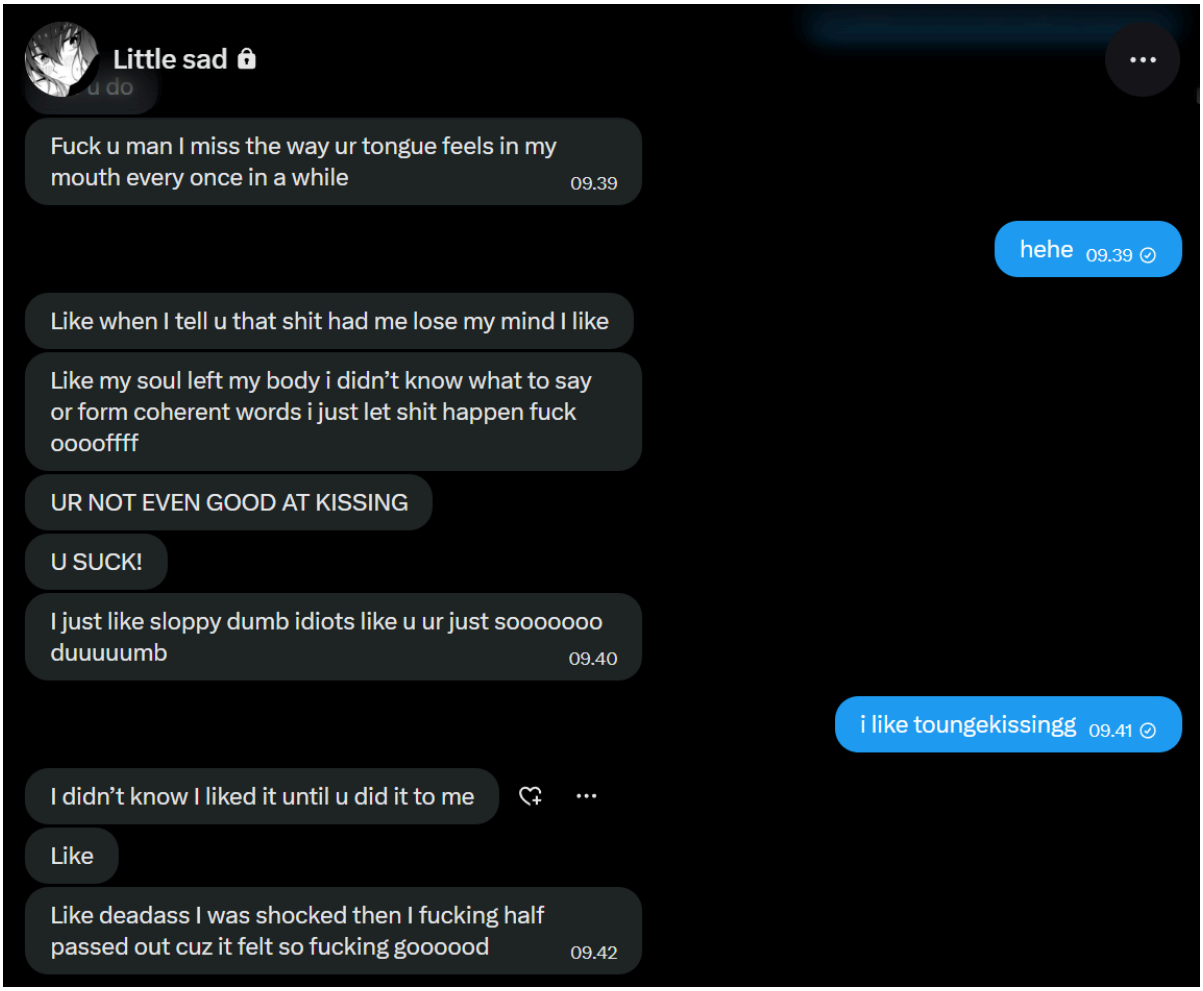
Ren makes a big deal out of me asking for her height and weight. I work out a lot, and I am proud of my physical strength. I did not need to ask for her weight – I was just making a poor attempt at flirting, thinking that she would be impressed by my strength. So when she said that I was allowed to lift her when we met, that was the first thing that came to mind. In hindsight, a handshake would have been more suitable.

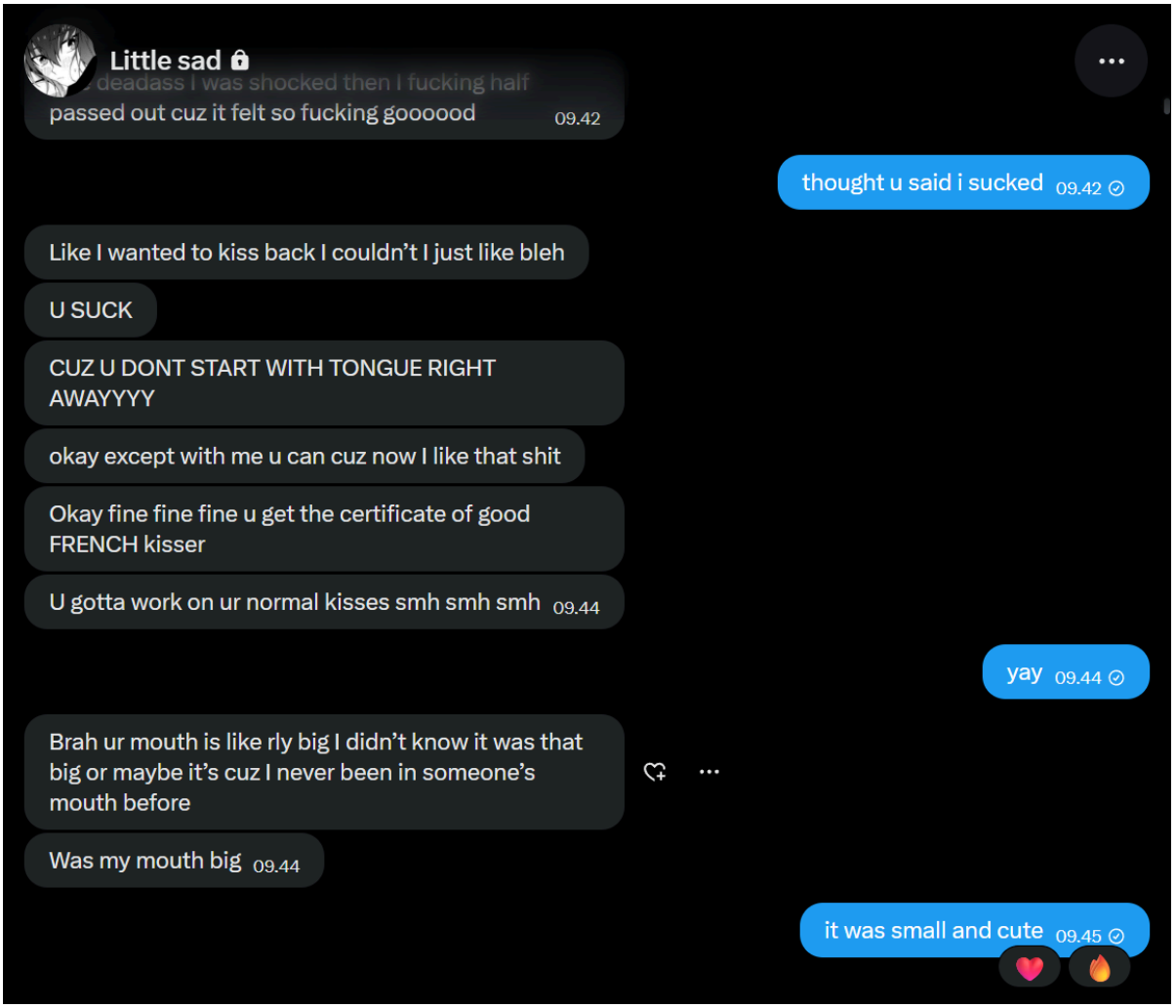
We spent a day in San Jose shopping and hanging out in a suite in a hotel with other friends. I gave her a long hug before I left to go to bed.

Hooking up

The next day I was invited to Ren's hotel room after I had offered to come over and visit her when she messaged me that she was feeling down. She was crying and we started hugging, as I tried to comfort her. It was the best cause of action I could think of to console her to bring her out of her emotional distress. After some time, she calmed down and **she eventually asked if she could kiss me**.

Ren's description of our first kiss. Two weeks later (17th Sep) in a Twitter message.

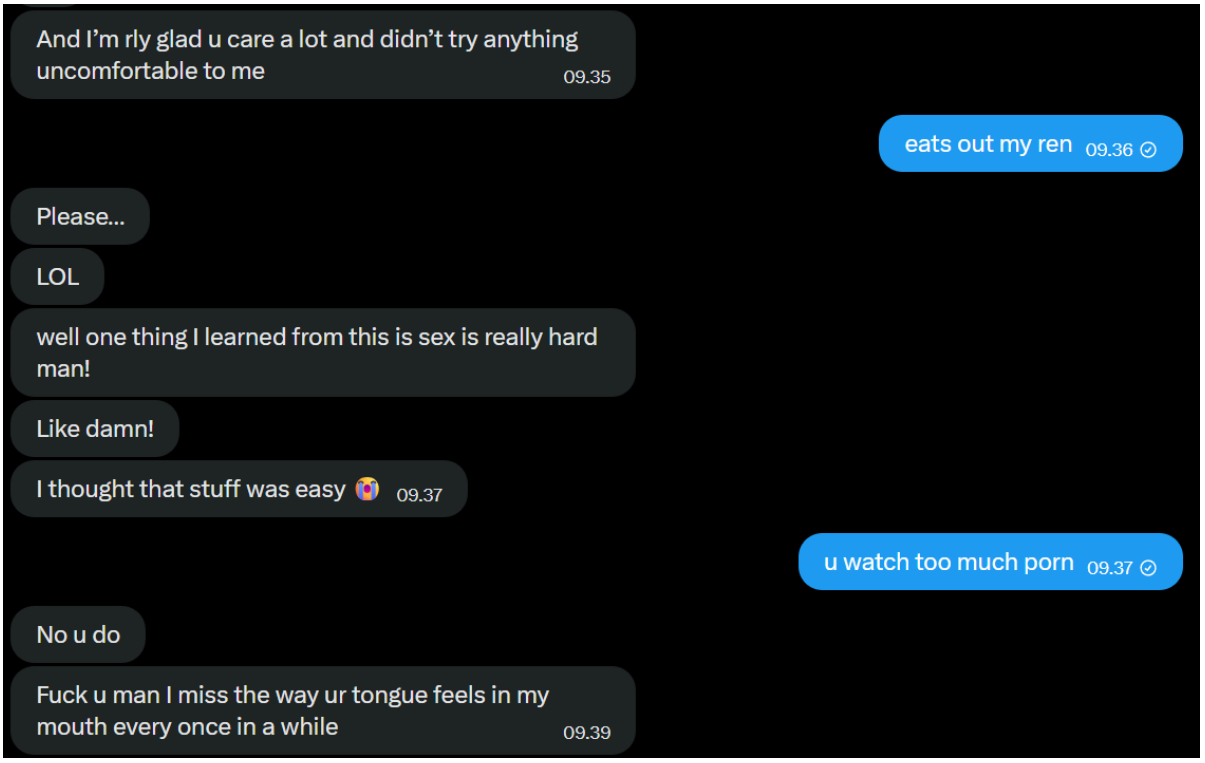

Little sad
u do
Fuck u man I miss the way ur tongue feels in my mouth every once in a while 09.39
hehe 09.39
Like when I tell u that shit had me lose my mind I like
Like my soul left my body i didn't know what to say or form coherent words i just let shit happen fuck ooooffff
UR NOT EVEN GOOD AT KISSING
U SUCK!
I just like sloppy dumb idiots like u ur just soooooooo duuuuumb 09.40
i like toungekissingg 09.41
I didn't know I liked it until u did it to me
Like
Like deadass I was shocked then I fucking half passed out cuz it felt so fucking goooood 09.42


Little sad
deadass I was shocked then I fucking half
passed out cuz it felt so fucking goooood 09.42
thought u said i sucked 09.42
Like I wanted to kiss back I couldn't I just like bleh
U SUCK
CUZ U DONT START WITH TONGUE RIGHT AWAYYYY
okay except with me u can cuz now I like that shit
Okay fine fine fine u get the certificate of good FRENCH kisser
U gotta work on ur normal kisses smh smh smh 09.44
yay 09.44
Brah ur mouth is like rly big I didn't know it was that big or maybe it's cuz I never been in someone's mouth before
Was my mouth big 09.44
it was small and cute 09.45

Twitter conversation 17-25th September

We did not by any means have a perfect experience but decided to try again the next day.

Ren telling me on Twitter "And I'm rly glad u care a lot and didn't try anything uncomfortable to me"

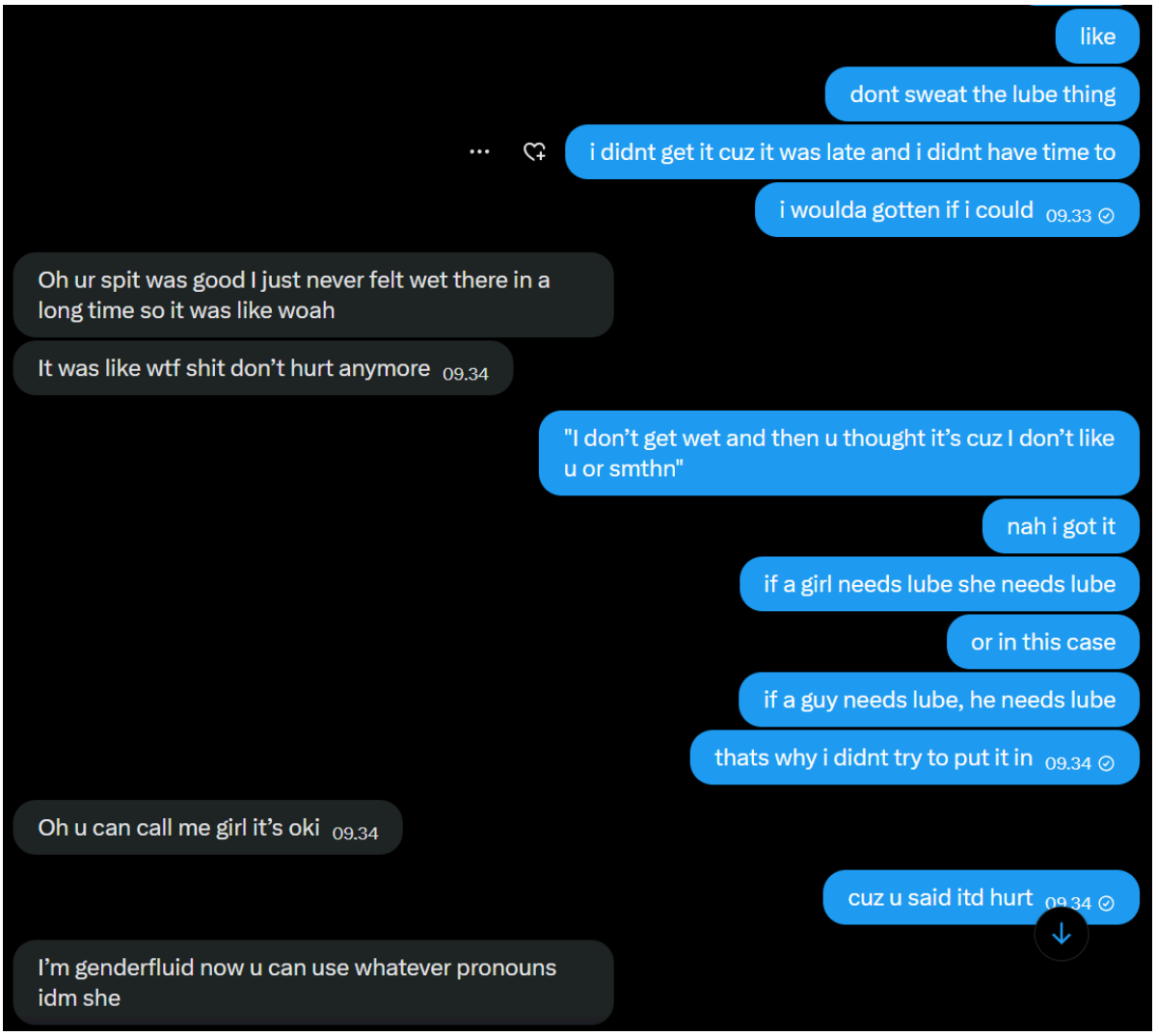

And I'm rly glad u care a lot and didn't try anything uncomfortable to me 09.35
eats out my ren 09.36
Please...
LOL
well one thing I learned from this is sex is really hard man!
Like damn!
I thought that stuff was easy 09.37
u watch too much porn 09.37
No u do
Fuck u man I miss the way ur tongue feels in my mouth every once in a while 09.39

Twitter conversation 17-25th September

Second encounter

We decided to try again – this time involving condoms and lube. Ren focuses a lot on the decision to purchase lube and condoms, and the dialogue on Discord clearly demonstrates that both of us were out of our comfort zone trying to find these items in a foreign country.

This is how we later talked about it on Twitter:


like
dont sweat the lube thing
i didnt get it cuz it was late and i didnt have time to
i woulda gotten if i could 09.33
Oh ur spit was good I just never felt wet there in a long time so it was like woah
It was like wtf shit don't hurt anymore 09.34
"I don't get wet and then u thought it's cuz I don't like u or smthn"
nah i got it
if a girl needs lube she needs lube
or in this case
if a guy needs lube, he needs lube
thats why i didnt try to put it in 09.34
Oh u can call me girl it's oki 09.34
cuz u said itd hurt 09.34
I'm genderfluid now u can use whatever pronouns idm she

Twitter conversation 17-25th September

We met again and engaged in romantic activity. This was fully consensual.

When she expressed concern that intercourse might hurt I did not try. Ren had asked me to stay the night. I spent the night because she wanted me to. We continued to message each other after I returned to my hotel.

Cutting contact during RDC

During RDC, I was informed that Ren had broken the boundaries I had set, by telling people about our intimate encounters. Because of this, I decided to stop talking to Ren.

Reconnecting after RDC

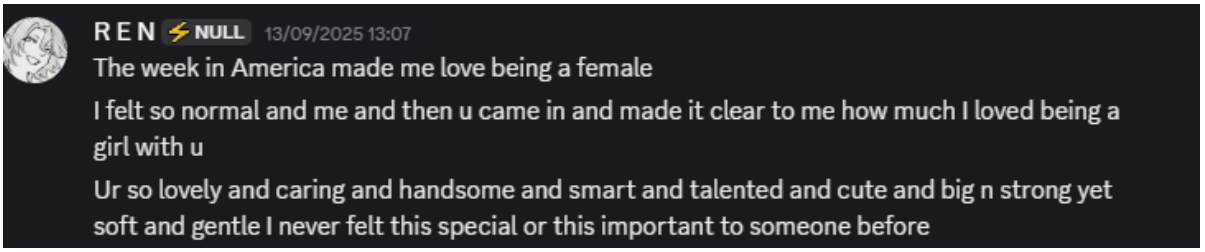
After returning to my home country, I learned that Ren had attempted to take her own life. I felt awful that this had happened, and reconnected with her to support her.

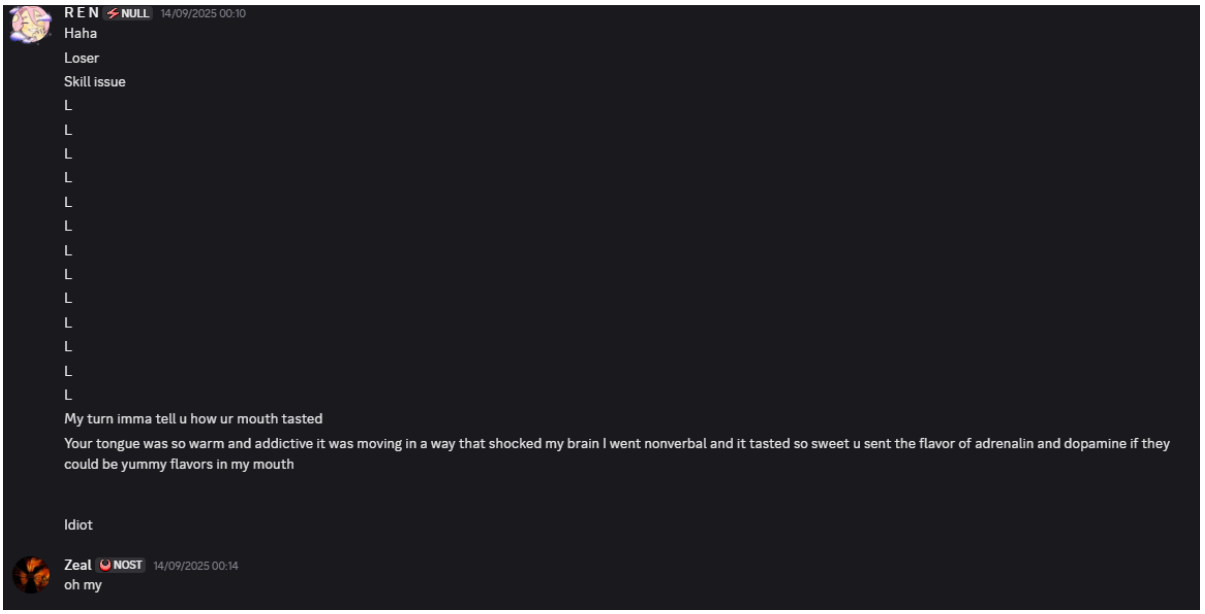
The message thread

As part of our post RDC conversations, we moved to private Twitter accounts. These messages are intensely private and below you will find a complete printout of these messages. I believe they clearly illustrate that:

- What happened between us was an **entirely consensual** - if slightly awkward - sexual encounter. Our lack of experience meant that it felt less than perfect the first time, but we were both encouraged to try again the next night.
- **I felt embarrassed** that I was not able to get Ren to climax as I felt I was expected to. This embarrassment might also have led me to some abrupt action (leaving early) and similarly curt messages afterwards.
- **The messages** from Ren immediately afterwards **are encouraging** in nature and in no way indicate any form of displeasure.
- Ren's messages after returning from RDC gets increasingly explicit and confirmed (to me) that Ren missed me and our physical intimacy. Ren claims that she gave all her affirmations at RDC because she was afraid of me and felt constrained. If this should be the case, why did she then repeat them many weeks later, when we were thousands of miles away from RDC and each other?
- Once I had declined to continue our relationship weeks after RDC **Ren retroactively decided** that our encounter constituted an assault. I had early on made it clear that I saw our relationship as a “friends with benefits” arrangement and that I was not seeking a long-term, long-distance romantic relationship. I am not a romantic person and the large distance between us made a relationship seem unrealistic.
- I realize that the messages do not necessarily leave an impression of me as a perfect gentleman. I could probably have handled the relationship better.

She wrote a lot about our encounters in a way that clearly indicated to me that she had enjoyed them. In the beginning this was on Discord but we moved to Twitter as I want to keep my Discord for work and fun.


REN ⚡NULL 13/09/2025 13:07
The week in America made me love being a female
I felt so normal and me and then u came in and made it clear to me how much I loved being a girl with u
Ur so lovely and caring and handsome and smart and talented and cute and big n strong yet soft and gentle I never felt this special or this important to someone before



The whole Twitter conversation is in a different document as it contains sexual, pornographic and explicit language. All names and faces have been redacted. Link.

Cutting contact for good

After RDC, I had learned that Ren had been awful to my friends at the conference, and as such, I did not wish to associate with her anymore. This was done slowly, as I was afraid that abruptly cutting her off could lead to her trying to cause self harm again.

The team was not involved

No other team members were present during the encounters, and those who learned about it learned it from Ren afterwards. People who were named in Ren's document or accused of complicity were not participants and were not hiding misconduct.

Conclusion

I regret having to publish this document. I do, however, adamantly deny being an assailant and I refuse to be labelled as such, my other shortcomings notwithstanding.

I hope that online friends, co-workers and close business partners hereby can avoid the apparent guilt by association that is rampant in the initial reactions I saw before I was hospitalized. I did not start this, and I am sorry for all the trouble it may have caused you.